



**The County
Of Monterey
Is Seeking A
Public Works
Director**

The County Of Monterey

The Monterey County area, with its moderate Mediterranean climate, is a diverse community set in a picturesque coastal location. Miles of beautiful beaches, spectacular mountain ranges, groves of redwoods, low-rolling foothills, and scenic valleys are characteristics that contribute to the quality of life enjoyed by over 400,000 residents and the numerous tourists who visit the area year-round. Monterey County boasts such world-renowned attractions as the spectacular Big Sur Coast, Monterey Bay Aquarium, Cannery Row, and the Steinbeck Center. It's also home to many world-famous golf courses including Pebble Beach, Spanish Bay and Poppy Hills. The County hosts annual events such as the Monterey Blues Festival, The Monterey Jazz Festival and the California Rodeo in Salinas.

Encompassing a total land area of 3,324 square miles, Monterey is the 16th largest of California's 58 counties and has an economy largely based on agriculture and tourism. The Salinas Valley, known as the "salad bowl of the nation," abounds with lush produce fields and thriving vineyards. There are several major educational institutions including California State University at Monterey Bay, Monterey Institute of International Studies, the Defense Language Institute (DLI) and Presidio of Monterey, Naval Postgraduate School (NPS), Monterey Peninsula College, and Hartnell College in Salinas.

County Government And The Department

Monterey County has approximately 4,500 employees with an operating budget of over \$820 million. The County is a general law county, and the governing body is the Board of Supervisors, which is comprised of an elected representative from each of the five voting districts within the County.

The Public Works Department is part of the County's Resource Management Agency (RMA). The RMA is a newly created organization designed to incorporate key land use and infrastructure departments into a single functional agency. The RMA co-locates the Public Works Department, Planning & Building Inspection Department, and the Housing and Redevelopment Agency under one single integrated management structure. In addition, the County's Capital Projects Division, responsible for construction of new facilities as well as implementation of the countywide Facilities Master Plan, has been incorporated into a division of the Public Works Department and the new Director will have oversight of countywide Capital Projects. The Public Works Department has approximately 145 employees and an annual operating budget of over \$33 million.

The Position

The new Public Works Director reports to the RMA Director and will have an exceptional opportunity to positively affect the communities and residents within Monterey County. As a key leader responsible for road and bridge engineering, construction and maintenance, traffic engineering and operations, county sanitation districts and service areas, transportation planning, and a Countywide Capital Improvement Program, this is a visible, high profile role that must effectively reach out and connect with a wide range of diverse interests.

Internal to the Public Works Department are several key priorities. The Director must provide assertive leadership



towards the continued evolution to a performance-based operation. The development of a strong culture that places a premium on a team approach to positive results, customer service, high levels of efficiency and accountability is absolutely critical to this role.

The Ideal Candidate

The new Director will be a strong leader and excellent administrator who combines a solid foundation of technical skills with an innovative and collaborative approach to directing a complex public works organization. A proven ability to create positive relationships and consensus by way of diplomacy, community outreach, and open communication with the public and employees are essential to this role. The ideal candidate must have an exceptional ability to listen and hear the diverse concerns of constituents in an effort to facilitate consensus and make decisions that have a positive impact on the entire county. The complex and challenging nature of the County's ongoing regional transportation need, public works infrastructure concerns, and ongoing fiscal challenges will require a "quick study" who operates in a collegial, unifying and team oriented manner.

The position will require at least five years of progressive administrative management experience in engineering, traffic operations, transportation planning, maintenance and construction of public infrastructure. A Bachelor of Engineering degree or a Bachelor of Science degree from an accredited four-year college or university with major work in civil engineering is required. In addition, proof of possession of a valid certificate of registration as a Civil Engineer issued by the California State Board of Registration for Civil and Professional Engineers must be submitted. Knowledge of the professional and technical aspects of civil engineering, state and federal laws and regulations relating to construction and maintenance of public infrastructure, and the ability to plan, organize and evaluate the activities of a large department of highly specialized professional and technical employees are essential for this assignment. Strong management and administration skills in the areas of budgets, performance based systems, organizational effectiveness, and customer service initiatives are also critical to this role.

Compensation And Benefits

The current salary range for this position is \$135,468 - \$176,208 depending on the selected candidate's experience and qualifications. The County provides an excellent benefits package, including:

- ◆ Retirement: CalPERS, 2% at 55; 100% of the contribution is paid by the County.
- ◆ Annual Leave: 23 days of annual leave are allowed in the first year; up to 37 days annually after 25 years.
- ◆ 10 paid holidays
- ◆ The County provides a Flexible Benefits Plan - \$724.07 per month individual, \$830.27 for one dependent, \$928.99 for family coverage. Medical, dental, and vision insurance is available, and the County allows an employee to be paid cash for any unused portion of the elective contribution after the purchase of at least individual-only coverage.
- ◆ Life Insurance: \$50,000 Term Life Insurance Policy is provided.
- ◆ Management Allowance: up to \$41.67/mo appointed.



- ◆ Employee Assistance Program provides free short-term counseling to help employees and their families.
- ◆ Eligible for a monthly car allowance of up to \$375.
- ◆ Educational Assistance up to \$5,250 per year.
- ◆ Professional Leave of 10 days per year, non-accruable.
- ◆ Professional organization membership of \$400 per year.
- ◆ Voluntary Deferred Compensation Program.



Application Process And Recruitment Schedule

The final filing date is Friday, January 27, 2006. To be considered for this exciting career opportunity, please forward a cover letter, resume with salary history, a completed Monterey County application for employment (available at the CPS or County websites), and five work-related references (who will **not** be contacted in the early stages of the recruitment) to:



Christine Iams
 CPS Executive Search
 241 Lathrop Way • Sacramento, CA 95815
 (916) 263-1401 (phone) • (916) 561-7205 (fax)
 Email: resumes@cps.ca.gov
 Website: www.cps.ca.gov/search

Following the filing date, resumes will be screened in relation to the criteria outlined in this brochure. Candidates with the most relevant qualifications will be invited to a preliminary screening interview conducted by the consultant in early February. It is anticipated that interviews with finalists and an appointment will be announced shortly thereafter, following reference and background checks.

